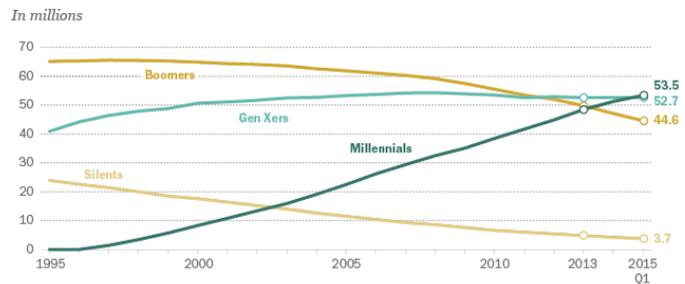




20 Efficient Ways to Increase Engagement in a Multi-Generational Workforce

Generation	Birth Years	Ages
Traditionalist	1925-1946	73-94
Baby Boomers	1946-1964	54-72
Gen X	1965-1980	39-53
Millennials/Gen Y	1980-1996	22-38
Gen Z	1996-2010	8-22

U.S. Labor Force by Generation, 1995-2015



Note: Annual averages plotted 1995-2014. For 2015 the first quarter average of 2015 is shown. Due to data limitations, Silent generation is overestimated from 2008-2015.
 Source: Pew Research Center tabulations of monthly 1995-2015 Current Population Surveys, Integrated Public Use Microdata Series (IPUMS)
 PEW RESEARCH CENTER

1. Share with your team that you are interested in their feedback
2. Introduce yourself to a new employee
3. Invite a colleague to coffee
4. Ask an employee "How do you like to seek praise?"
5. Share an upcoming training or other professional development opportunity
6. Ask a colleague to teach you something new
7. Schedule one-on-one meetings with your team
8. Send a thank you card or ecard
9. Ask an employee "What do you need from me?"
10. Give a shout out to someone at your next meeting
11. Send an email to an employee's supervisor sharing how they helped you and your team
12. Give the floor to someone else to share their idea in a meeting
13. Avoid using the phrase "That's the way it's always been done"
14. Invite a less senior employee to an upper level meeting
15. Ask for technology suggestions to enhance collaboration
16. Let someone know how their contribution has made a difference
17. Ask for feedback on a specific project or task
18. Ask "What is the best way to communicate with you?"
19. Save your team's birthdays in your calendar and reach out on their special day
20. Invite employees to share an adjustment that would make their job easier to perform

ABOUT ALISSA CARPENTER

Alissa Carpenter is a multigenerational workplace expert and owner of [Everything's Not Ok and That's OK](http://www.notokthatsokcoach.com), where she provides training, consulting, and speaking services to organizations all over the world. She has an MEd in Social and Comparative Analysis in Education from the University of Pittsburgh and is a Gallup-Certified Strengths Coach. Her work helps to bridge communication gaps across generations, job functions, and geographies, and she has worked with organizations ranging from non-profits to multi-billion-dollar enterprises. She has delivered a TEDx talk on authentic workplace communication, and has been featured in media outlets including Forbes, ABC, FOX, and CBS. Her book, *Inclusive Communication: How to Listen and How to Be Heard at Work* (Career Press), is set to release next year.